



**HER  
FUTURE ...  
WHAT'S IT  
WORTH  
TO YOU?**

## **I believe that...**

- Girls and women should be free from male physical, sexual and mental violence.
- Women's voices are equal in importance to men's and should have equal weight in all areas of decision-making.
- Girls and women should be able to freely choose on their study and career paths, and enjoy equal opportunities with men.
- Women should be able to enjoy economic independence and freedom from poverty at all stages of their lives.
- Women and men should enjoy equal pay and equal pensions.
- Women should be able to fully and freely combine work, private and family life on an equal footing with men.
- Girls and women from all backgrounds should have equal rights.
- Women should have full control over their bodies and sexuality.

**If you agree with any or all of these statements, read on and find out how you can help make this vision a reality.**

## **CONTENTS**

---

04 - A future free from violence?	-	06 - Freedom from poverty and economic dependence?		
12 - Freedom from stereotypes?	-	14 - An equal voice?	-	16 - Equality for <i>all</i> women?
19 - ...and so much more !	-	21 - The EWL: Two decades of delivering concrete results for women in Europe	-	22 - The EWL: We care. We think. We act.
				24 - Be part of HER story... Take action today!

THE EUROPEAN WOMEN'S LOBBY  
WORKS TO ENSURE THAT  
THE VOICES OF ALL WOMEN  
IN THE EUROPEAN UNION ARE  
HEARD, AND LISTENED TO.

WE BELIEVE THAT  
WOMEN'S RIGHTS ARE HUMAN  
RIGHTS AND THAT IT IS HIGH TIME  
EQUALITY BETWEEN WOMEN AND  
MEN MOVED FROM PRINCIPLE TO  
PRACTICE.

WE BELIEVE THAT  
EACH AND EVERY GIRL  
AND WOMAN DESERVES  
NOTHING LESS.

**WHAT ABOUT YOU?**



EUROPEAN WOMEN'S  
LOBBY  
EUROPEEN DES FEMMES



# A FUTURE FREE FROM VIOLENCE... TOO MUCH TO ASK FOR?

## Can you imagine a future where...?

- European countries prioritise investment in programmes to prevent violence against women and girls.
- Women and girls enjoy the highest standards of sexual and reproductive health and rights throughout Europe.
- All European countries provide adequate and sustainable assistance and sustainable protection and support services for women and girls victims of any form of male violence.
- Women and girls who are victims of sexual violence can be sure of fair treatment, effective redress and compensation.

## If only...



# VIOLENCE AGAINST WOMEN IS THE MOST PERVERSIVE HUMAN RIGHTS ABUSE WITHIN THE EU'S BORDERS.

It is estimated that almost every other woman in Europe suffers gender-based violence at some point in her life, with one in five falling victim to male domestic violence and one in ten to rape or forced sexual acts. Less than 10% of rapes even get reported and far fewer cases end in a conviction. With every day that passes, seven women die at the hands of their partner or ex-partner.

The Council of Europe estimates the cost of just domestic violence in the EU at 16 billion Euros per year, amounting to 1 million Euros every half hour. The annual EU member states' budgets for prevention programmes of male violence are 1000 times less. Only five EU countries comply with the requirement of one place in a safe shelter per 7500 inhabitants.

This must change.

## WE THINK ...

*It is time for violence against women to be taken seriously. We need EU-level data and investment in awareness-raising, prevention of crime, protection of victims and systematic prosecution of perpetrators. The European Union must adopt a comprehensive strategy and legislation covering all forms of violence against women, and European countries must implement strong National Action Plans to protect women's fundamental rights.*

## WE ACT ...



### 'Together for a Europe Free from Prostitution'

The EWL in June 2011 launched a campaign to raise awareness of the violence inherent in the system of prostitution, spark debate and press for change. Building upon the previous EWL documentary 'Not for Sale', a new thought-provoking video clip 'For a change of perspective' calls on men to review their prejudices about prostitution and take a stand against the system. The clip had more than 60,000 views within days of its launch and has provoked a flurry of press coverage and discussion. An individual pledge is available on the dedicated pages of the EWL website. The campaign continues with European and national events and actions through 2012.



### 'VODAFONE FOR WOMEN'S SECURITY' PROGRAMME

In Hungary, EWL members NANE partnered in 2011 with Vodafone, national and international experts and local police forces to put mobile technology to the service of more effective police intervention in cases of domestic violence. In the pilot project, women at risk were given mobile phones equipped to send an alarm and their exact position through Vodafone's network directly to police, leading to swifter intervention, and saving lives.



## **'From a Whisper to a Shout': Girl Guides and Scouts mobilise to end violence against girls**

Worldwide, 60 million girls are sexually assaulted on their way to school each year. EWL member organisation, the World Association of Girl Guides and Girl Scouts, with 10 million young members, is working to build awareness about the violence girls face, and end it. A petition is the basis of the advocacy movement targeting national action plans; education, capacity-building and community programmes seek to impact on girls' lives.



## **A European Convention on all forms of violence against women**

The Council of Europe in 2009 started work on a Convention addressing violence against women. With the financial support of Oxfam-Novib, the EWL launched a targeted campaign to ensure a strong outcome to the negotiations, producing a lobbying kit and a variety of other campaign materials to engage its member organisations and active individuals throughout Europe in lobbying actions. In 2010, specific meetings and national campaigning were organised in priority member states (CY, BG, CZ, PL & RO). The campaign succeeded in its goals, and has now advanced to a second phase, working for the rapid ratification of this first European binding text to cover all forms of violence against women by all European countries, and the EU itself.



## **PROMOTING EUROPEAN REGIONAL AND INTERNATIONAL COOPERATION to end violence against women**

The EWL in June 2011 organised the first ever regional meeting of European NGOs working on violence against women with UN Special Rapporteur Rashida Manjoo. In addition to helping familiarise Ms. Manjoo with the current situation in Europe and strategically feed into work at the UN level, the meeting served to strengthen NGO networks and joint advocacy. A key initiative in this respect is the Coalition for a European Year to End Violence against Women, launched and coordinated by the EWL. A follow-up regional meeting is planned for 2012.



## **A BAROMETER TO ASSESS ACTION ON VIOLENCE AGAINST WOMEN IN EUROPE**

The EWL and its Observatory on Violence against Women in 2011 finalised an EU-wide study analysing National Action Plans (NAPs) to combat violence against women. The study revealed large gaps in the implementation of UN commitments by European countries. Thus far, while 10 countries have a gender-sensitive NAP addressing some forms of violence against women, only one has a comprehensive strategy covering all forms of gender-based violence. The Barometer

and its future updates will serve to ensure sustained political pressure for improved civil society consultation and the full implementation of international commitments in Europe.

## From the sidewalks to the halls of government in Belgium

Using street theatre and improvisation in 'Sidewalks of Shame' and 'Bus-Stops for Awareness', Belgian members of the EWL, Vie Féminine, complemented their advocacy work to combat violence against women comprised of research, a position paper and events targeting decision-makers with a more creative approach in cities across the francophone part of the country. A year of awareness-raising actions and will culminate on 25 November 2011 with the submission of a petition to end male violence with the national government.



The EWL and its members regularly take action to call on participants, whether world leaders, MEPs or football players, to take a stand against this phenomenon. On the occasion of the 2010 World Cup in South Africa, the EWL called on FIFA to denounce the sexual exploitation surrounding the games and implement a code of conduct for all players. The French Coordination for the EWL also produced an awareness-raising animated video clip entitled 'Foot sex and sun' calling for action against the 'package deal' of sport + sex tourism.



To find out more about these activities and the wider range of our work in this area, go to [www.womenlobby.org](http://www.womenlobby.org) → Our work



## 'BE A WOMAN' – Pathways for Autonomy'

EWL members in Portugal, Associação de Mulheres Contra a Violência, have over the last year been leading a national project providing support for girls and women survivors of violence. An important training component was complemented by the development of

resources for survivors. One such resource is a diary, the pages of which include a guide to legislation, resources and local services for victims of violence against women, as well as a safety plan.

## Training police on the mental health aspects of domestic violence

EWL Associate Member organisation, Mental Health Europe, in January 2011 launched a project entitled 'Train, Improve, Reduce!'. Working with law enforcement agents who are the first contacts of women denouncing intimate partner violence, the awareness-raising and capacity-building project seeks to deconstruct prejudices and improve the ability of the police to perceive and respond to victims' mental health needs. During the two-year project, training modules targeting police agents will be developed, along with a handbook and policy recommendations, all translated into seven European languages.




## 'Foot sex and sun'

Major international events, including sporting events, are generally accompanied by large-scale exploitation of women for prostitution.



## TAKE BACK THE NIGHT IN LITHUANIA

In Lithuania, EWL members, the Women's Issues Information Center, recently succeeded in getting legislation adopted on violence in the private sphere. In autumn 2011, their awareness-raising and advocacy work on violence against women continues with a series of innovative projects, including a high-level conference in partnership with the parliament, national authorities and the US Embassy; a study on teenagers' attitudes to violence against women; a competition and short film festival presenting works on this theme; and the country's first 'Take Back the Night' march on 10 October.



# FREEDOM FROM POVERTY AND ECONOMIC DEPENDENCE... TOO MUCH TO ASK FOR?

## Can you imagine a future where...?

- Women and men have equal access to quality employment.
- Women and men receive equal pay for their work, and can count on equal pensions upon retirement.
- Women are not penalised for having children: leave and care provisions are in place to allow women and men to equally share paid and unpaid work.
- Women and men are equally protected from poverty.

## If only...



## WOMEN'S UNEQUAL ACCESS TO ECONOMIC RESOURCES IS A FUNDAMENTAL BARRIER TO THEIR ENJOYMENT OF EQUAL RIGHTS AND FREE CHOICE, AS WELL AS A BARRIER TO GROWTH.

Despite 'equal pay for equal work' being guaranteed in the founding Treaty of the European Union as early as 1957, women in the EU still earn on average more than 17% less per hour than their male counterparts. In addition, women are significantly less likely to be employed, are four times more likely than men to work part-time, and are over-represented in precarious and low-paid jobs. Women have lower savings and pensions entitlements, leading to almost a quarter of women experiencing poverty in old age.

Women carry out the vast majority of unpaid care work, which together with the lack of adequate leave and care provisions for dependents, significantly impacts on their integration to the labour-market. The employment rate for women falls by 12.4 points when they have children under 12, while it rises by 7.3 points for men in the same situation. In times of public spending cuts, women – more reliant on employment in the public sector and social services – are disproportionately affected. Yet it is estimated that GDP would rise by 30% in the EU if the gender gaps in employment were eliminated.

This must change.

### WE THINK ...

***Comprehensive measures must be put in place to address gender segregation in the labour-market – both in terms of the sectors of employment and the positions occupied – to allow all women to contribute their full potential, and enjoy equal rewards for their work. The EU must also take urgent action to ensure adequate leave and quality child, dependent persons and elderly care provisions to allow women and men to equally and fairly combine work, private and family life.***

### WE ACT ...



#### 'Equal Pay Day'

The average European woman had to work an extra two months, until 5 March 2011, to earn the same income as her male counterpart in 2010. In Germany, she had to work until 25 March; in Estonia, until 23 April. The EWL and its members have mobilised to draw attention to this injustice and its consequences on the lives of women across Europe, with high-level events and awareness-raising activities marking Equal Pay Day. Following calls from the EWL, the EU held the first European Equal Pay Day in 2011, and we are working to develop this initiative to its full potential over the coming years.



## Maternity and paternity leave: basic rights for all parents

Targeted and sustained EWL advocacy work resulted in 2010 in the European Parliament adopting ground-breaking draft legislation providing 20 weeks maternity and two weeks paternity leave – both fully paid – for all new parents in the EU. Now, we are working hard to ensure national governments confirm this commitment to women's health and rights, as well as to ensure broader provisions for more equal share of parenting and conciliation of work and family life.



## 'End Poverty NOW!'

One in six people in the EU live below the poverty line, and, in all countries and categories, women are over-represented. In the framework of the 2010 European Year on this theme, the EWL worked to ensure the gender equality dimension was fully integrated into all policies and initiatives to combat poverty and social exclusion, producing research together with Oxfam ('An Invisible Crisis'), factsheets, statements, as well as co-organising a 3000-strong 'human solidarity ring' around the European Parliament to raise-awareness and call for comprehensive action.



## 'WHAT IS YOUR DREAM?'

### Giving voice to women experiencing poverty

The short film produced by the Belgian Nederlandstalige Vrouwenraad and Tara-Arts brings to life the dreams of those seldom seen or heard, and poignantly highlights the reality of their daily lives. The outcome of an interactive video project, single mothers, older women and persons from different ethnic minority groups (among others) tell of their dreams and their hopes to escape poverty and social exclusion. Available in Dutch and French, the short film is a rare educational tool to promote awareness and stimulate debate on this topic.



## Promoting the equal sharing of work and care between parents

Reconciling work and family life is a challenge for all parents, especially mothers, who often assume the major burden of unpaid care responsibilities. Their economic independence suffers as a consequence. In the Netherlands, ¾ of those who work part-time are women and less than 50% of women are economically independent. This project of the Nederlandse Vrouwen Raad focuses on the importance for women of coming to an agreement with their partners on domestic duty arrangements once their children are born. It provides women with tools to discuss this issue with their spouses, and to negotiate how domestic duties can be divided in such a way that both partners are able to pursue their chosen career.



## 'Older Women Rock!'

As a woman over 50, how can you continue participating in society and developing your skills and talents at the same time? Through a series of workshops held in 10 cities throughout the Netherlands, the Nederlandse Vrouwen Raad reached out to hundreds of older women and encouraged them to challenge stereotypes, to (re)discovered their talents and explore how to apply them for

the benefit of both society and themselves. The programme helps women define concrete projects and support each other in their implementation, making plans for a brighter, more active and fulfilling future.

## 'Poor in a rich land'

Germany is the richest country in the EU, yet 14% of the population live in poverty. In late 2010, the Deutscher Frauenrat conducted a nationwide week of action 'Poor in a rich land', in cooperation with the federal association of municipal gender equality officers, to call for policy changes to combat poverty touching upon the labour-market, social security systems, family policies and education. A VIP opening event launched the week, and an online petition boosted the call for concrete changes. Other activities included a breakfast shared between children and politicians.



## Promoting active ageing and solidarity between generations

Recent trends in life-expectancy and fertility rates are raising the stakes for new ways of approaching and valuing intergenerational solidarity and the social contributions of all generations. As an active member of the NGO coalition for the European Year 2012 on this theme, the EWL is seeking to ensure a strong gender equality perspective in all activities of the Year, and the prominence of issues such as care and pensions on the political agenda. The publication of an issue of the European Women's Voice on this theme in 2012 will fuel the debate with expert contributions, and the EWL Annual Conference in May 2012 will provide a platform for reflection, discussion and exchange.

## Lobbying for universal pensions

The economic crisis has led to the near collapse of state-funded pension systems and austerity measures imposed have reduced the capacity of people, particularly women, to fund private pensions. Women's pension savings are on average substantially lower than men's (2/3 the size in the UK for example) and women in many countries also receive lower pay-outs from private pension schemes. Social systems based on a male breadwinner model discriminate against women. The National Women's Council of Ireland (NWCII) is lobbying for the establishment of a Universal Pension, and has prepared a detailed model of 'Pensions: What Women Want – a model of pensions that guarantees independence'.



To find out more about these activities and the wider range of our work in this area, go to [www.womenlobby.org](http://www.womenlobby.org) → Our work



# FREEDOM FROM STEREOTYPES...

## TOO MUCH TO ASK FOR?

### Can you imagine a future where...?

- Women and men are equally seen and heard in the news and other media, and have equal access to control of the media.
- The representations of women and men in media and advertising positively contribute to gender equality.
- Legislation and oversight bodies are in place at national and European levels to sanction as necessary media content which promotes degrading or sexist portrayals of women and men.

### If only...



# PERVASIVE GENDER STEREOTYPING IN THE MEDIA SEVERELY UNDERMINES EFFORTS TO ENSURE EQUAL OPPORTUNITIES AND RIGHTS FOR GIRLS AND WOMEN.

Women and girls are severely under-represented in European media. Women make up only 26% of news media subjects, are central to a story only 13% of the time and represent only one in five experts or spokespersons. In film and television productions, including for children, female characters are outnumbered two-to-one by male characters.

Stereotypes of girls and women, men and boys are commonplace. In adverts, little boys are shown outside the home 85% of the time whereas more than half of the time, girls are placed inside the home. Women represent only 27% of employees portrayed in ads. (Sexual) objectification of (increasingly young) girls and women in advertising is commonplace, as is the constant portrayal of unattainable beauty standards. Worldwide, only 2% of women say they feel beautiful; one in five suffers from an eating disorder.

This must change.

## WE THINK ...

*It is crucial that EU gender equality legislation covers education and media and that dedicated policies in this area include a strong gender equality perspective. At national level, pro-active strategies to combat harmful stereotyping and to promote realistic and progressive images of women and men are essential in order to meet international commitments. EU member states must also empower independent expert authorities to monitor and sanction digressions. Finally, the media sector has a responsibility to develop and implement gender-sensitive codes of conduct with effective complaints and review procedures.*

## WE ACT ...



### Advertising and (self-) regulation

The EWL in March 2011 began exchanging with the cosmetics industry across Europe to raise awareness on the impacts of gender stereotypes in advertising on girls and women and deliver recommendations for codes of conduct and further action. The EWL has produced awareness-raising tools for the industry and public and is seeking to develop closer partnerships for further research and commitment, as well as for the development of an award promoting best practice in this sector.



### 'Equality in Journalism Award'

The EWL has joined forces with the European Federation of Journalists to launch in 2012 – subject to funding – an award for the promotion of gender equality in news media content. Currently, only 4% of stories published in Europe clearly challenge gender stereotypes, while 46% of articles reinforce distorted images of women and men. The EWL-EFJ Award will for the first time at the EU level recognise and promote the efforts of print, television, radio, photo and online journalists from across the EU to critically address this issue.



To find out more about these activities and the wider range of our work in this area, go to [www.womenlobby.org](http://www.womenlobby.org) → Our work

# AN EQUAL VOICE... TOO MUCH TO ASK FOR?

## Can you imagine a future where...?

- Women, who make up more than 50% of the population, also hold 50% of the seats in democratically-elected bodies such as parliaments.
- Women and men have equal opportunities for recruitment and promotion in the public and private sectors, and are equally represented in management positions.
- Women are major economic actors and their voices have equal weight in boards of private enterprises.

## If only...

# ALTHOUGH THEY ARE HALF THE POPULATION AND 60% OF UNIVERSITY GRADUATES, WOMEN ARE SEVERELY UNDER-REPRESENTED AT EVERY LEVEL OF DECISION-MAKING ACROSS SECTORS. THIS IS A SERIOUS DEMOCRATIC DEFICIT AND SOCIAL LOSS.

No single parliament has an equal number of female and male representatives; the average proportion of women is 24% at in national parliaments and 35% in the European Parliament.

In the private sector, only 3% of the presidents and 11% of board members of the largest publicly-quoted companies are women. In the news media, while 43% of the workforce is female, women still make up less than a third of middle management, 22.7% of senior and 26% of top management. In 16 European countries, men occupy more than 90% of university headships.

This must change.

## WE THINK ...

*True equality depends on the equal participation of women and men in all areas of decision-making. Women are not just passive subjects of policy and legislation; they are and must be full political, social and economic actors in their own right. Progress depends on the EU and member states adopting binding measures for parity in political decision-making and in public institutions and the private sector as well as comprehensive strategies to tackle the root causes of current disparities.*

## WE ACT ...



### '50/50 Campaign for Democracy'

Ahead of the 2009 European Parliament elections, the EWL launched a campaign aiming for equality in decision-making at EU level, and stronger measures towards parity in public institutions generally. Dozens of events were held in 22 countries and hundreds of prominent individuals threw their weight behind the campaign. The percentage of women MEPs increased to 35% and women went from 25% to 40% of Chairs and Vice-Chairs of Committees within the EP. Now, the challenge is to take the campaign to national level and prepare for the 2014 European elections.



To find out more about these activities and the wider range of our work in this area, go to [www.womenlobby.org](http://www.womenlobby.org) → our work



### BREAKING THE GLASS CEILING: from pledge to practice

In response to sustained lobbying from the EWL and strong evidence from Norway of the benefits of legal quotas for balanced representation on company boards, European Commissioner Reding in March 2011 launched an appeal to companies for 'credible' initiatives aiming to reach parity, and promised legal action should this not be forthcoming. The EWL has lent its full support to this initiative, publishing a formal Statement in July. Building upon this advocacy work, the EWL will seek to work with companies to help them turn good will into good practice.



# EQUALITY FOR ALL WOMEN...

## TOO MUCH TO ASK FOR?

### Can you imagine a future where...?

- Women have equal civil rights and access to services, independent of their sexual orientation.
- No woman, including women with disabilities or of Roma background, can be sterilised without her full consent.
- EU and national legislatures ensure effective protection against discrimination on multiple grounds, combining sex with race, ethnic origin, disability, age, sexual orientation, religion, etc.
- The asylum guidelines of the EU and its member states are gender sensitive, and give equal weight to human rights abuses specifically faced by women.

### If only...



## SOME GROUPS OF WOMEN AND GIRLS EXPERIENCE MULTIPLE FORMS OF DISCRIMINATION AND ARE ESPECIALLY VULNERABLE.

Responding to a 2009 Eurobarometer survey, 16% of Europeans said they had felt discriminated against over the last 12 months on grounds of their ethnicity, gender, sexual orientation, religion or belief, disability or age. A similar survey in 2008 found that 37% of respondents considered discrimination on more than one ground to be widespread.

Some examples: Women with disabilities have an unemployment rate of 44%, compared with 9.7% for women in general and 25% for men with disabilities; 39-68% of girls with intellectual or developmental disabilities are sexually abused before their 18th birthday; Highly-educated migrant women born outside the EU are twice as likely to be employed in a low-skill job as EU-born women with the same level of education; Only eight EU member states provide lesbians with the right to access fertility treatment and to adopt the children of a wife or registered partner; Cases of forced sterilisation of women with disabilities and Roma women continue to occur in Europe; Women up to the age of 34 represent 79% of media presenters; however, in the 50-64 years age-bracket, this drops to only 7%.

This must change.

### WE THINK ...

*The human rights, including the sexual and reproductive rights, of all women must be recognised, respected and protected. The EU and member states must take into account the diversity of women and ensure the effective implementation of gender mainstreaming across all policy areas, including in immigration, integration and asylum. The gaps in anti-discrimination legislation must be closed, addressing also multiple discrimination.*

### WE ACT ...



#### Working for the coherence of international legislation for women with disabilities

The EU in 2011 became a party to its first international human rights instrument, the UN Convention on the Rights of Persons with Disabilities. The EWL and its members have been working to ensure a strong women's rights perspective in the implementation of disability policies. In August 2011 EWL member organisation The European Disability Forum adopted its Second Manifesto on the Rights of Women and Girls with Disabilities in the EU: A toolkit for activists and policymakers, which the EWL endorsed. EWL National Coordinations have also been working on this issue. The Swedish Women's Lobby produced an 'easy-to-read-language' version of the CEDAW Convention and is currently preparing a joint project with the Swedish Disability Forum for awareness-raising on CEDAW and women's rights.



## **‘EQUAL RIGHTS. EQUAL VOICES. MIGRANT WOMEN IN THE EU’**

The EWL launched in 2006 a project for and with migrant women’s organisations across Europe aiming to actively involve them in the development, monitoring and implementation of policies at the European level. One of the main achievements of this project was the launch in 2010 of the independent European Network of Migrant Women (ENoMW), which continues to benefit from coordination support from the EWL Secretariat. The ENoMW and the EWL have cooperated on a number of advocacy actions, including as regards autonomous residence status, family reunification and integration policies. A dedicated website was launched in October 2011: [www.migrantwomennetwork.org](http://www.migrantwomennetwork.org)



## **Engendering the European Asylum Support Office**

Ahead of the opening of the European Asylum Support Office (EASO) in June 2011, the EWL joined forces with Amnesty International and ILGA Europe to campaign for a gender equality perspective in the work of the new institution. A joint briefing with concrete recommendations in May paved the way for discussions on the working structure (including the creation of a gender unit) and procedures of the newly-established institution. A meeting with the EASO will take place in Malta in November 2011.



## **Doing the ground- work for the basic rights of undocumented women**

At the national level, EWL members also work to protect women’s rights in the asylum process and migration policies. With the project ‘Women in the asylum process’ the Swedish Women’s Lobby in 2010 produced a reference guide and organised legal capacity-building activities for women’s shelters to better support women without permanent residence permits, and raise awareness on human trafficking in the form of ‘mail-order brides’. An advocacy angle was further ensured by a series of high-level conferences with migration authorities and decision-makers, reaching more than 1000 key stakeholders.



**To find out more about these activities and the wider range of our work in this area, go to [www.womenlobby.org](http://www.womenlobby.org) → our work**



## **‘DIVERSITY against bullying’**

EWL member organisation in the Czech Republic, Gender Studies, in 2010 launched an innovative project to promote the rights of lesbian, gay, bisexual and transgender people to equal treatment and strengthen a diverse and pluralistic society. Activities in high schools targeted youth in an attempt to foster discussion and tolerance for differing sexual orientations. These were complemented by legal aid and counselling for victims of discrimination and hate crime, a short-film competition, as well as lobbying and expert discussions to promote political change. Enabling public debate and high-profile attention, the success of this project has led to the foundation of a new civic association, PROUD, which will follow-up its activities.



## **ENSURING THE RIGHTS OF ROMANI WOMEN**

As Roma inclusion has become a priority at the European level in the recent years, we believe it crucial that attention be paid to the specific situation, interests and rights of Romani women at both national and EU levels. In 2011, the EWL made giving a voice to Romani women’s organisations a priority, including by organising internal capacity-building activities on this issue and lobbying for a strong gender dimension in the new European Roma Strategy. Numerous EWL member organisations were also founding members of a new platform for the empowerment of Romani women established in April 2011: Romani Women United – ROMNIA.



## 'You Get What You Pay For'

The EWL is committed to promoting peace, raising awareness about and combating the prevalence of sexual violence in conflict situations as well as promoting the equal participation of women in peace processes. Following a Position Paper on Women, Peace and Security in 2010 and EWL has for example been lobbying for a strong gender equality perspective in the structures and work of the new European External Action Service. EWL members have also been active on this theme: in the run-up to NATO's Lisbon Summit in 2010 the Portuguese Platform for Women's Rights successfully worked to ensure gender mainstreaming in the organisation's new Strategic Concept. The Women's International League for Peace and Freedom also recently produced an awareness-raising pamphlet and short video demonstrating how (all) our governments prioritise investment in conflict over the real needs of people, women and children.

# ... AND SO MUCH MORE !

## More minority women in the European Parliament - a dream made possible by mentoring?



Women of minority background are practically invisible in national, and even more so, in European politics. To help remedy this, the EWL is working with Kvinno, the Danish Centre for Information on Gender, Equality and Ethnicity to develop a European project on the model of their successful Mentor Network. Partnering current women Members of the European Parliament with women from refugee or immigrant background, the project will aim to inspire and enable talented women to fulfil their dreams and, ultimately, to be elected to the European Parliament in 2014. The scope of the project will depend on funding.



## Exploring and debating '21st Century Feminism'

In 2010, the EWL celebrated its 20th anniversary with a series of innovative initiatives designed to reach out to young women and ask them what feminism means to them and their lives today. An EU-wide photo competition encouraged young women to explore this

theme creatively, as did music and drama performances in Brussels. An interactive 'talkaoke' session with European policy-makers gave the younger generations a place at the debating table. The EWL also produced a magazine packed with interviews, blog entries, cartoons, fake ads, reviews, a crossword and loads more fascinating contributions to the debate across Europe. Showings of the 'My World: Visions of Feminism in the 21st Century' exhibition continue throughout Europe, and, subject to funding, translation of the FEM21 magazine is envisaged in further European languages.



## GIVING VOICE TO EXPERTISE ON WOMEN'S RIGHTS AND GENDER EQUALITY IN EUROPE

In June 2011 the EWL launched the inaugural edition of a new thematic publication, the 'European Women's Voice'. Bringing together contributions from eminent experts from Europe and beyond, the magazine provides an in-depth resource of up-to-date thinking on the most topical issues facing women in Europe today. Coinciding with the EWL Annual Conference on this theme, the first edition provided analysis on violence against women. The second edition, due to be published in December 2011 with the financial support of the Belgian Institute for Gender Equality, will follow-up on the October 2011 EWL Seminar 'The other half of gender – Masculinities and men's role towards equality'.

## 'Women Reading Against Aids'



HIV infections amongst young women aged 15-24 account for 26% of all new infections globally. The EWL's national coordination in Austria, the Österreichische Frauenring, has for the last six years cooperated with the Prevention for Women Department of the Aids Help House in Vienna to organise awareness-raising events for women in the framework of World AIDS Day. Public reading sessions by HIV-positive women authors or other prominent female writers in libraries and theatres provide a creative approach to addressing a sensitive issue

## The AUWCH! Award

In Belgium, EWL members have launched a painful prize for sexist talk or behaviour. The AUWCH Award rewards persons or organisations which 'brace the glass ceiling, reject quota laws, keep women's salaries low and inequality high'. The Nederlandstalige Vrouwenraad invites anyone who has experienced or seen discrimination or sexism to nominate those responsible for the AUWCH Award through the dedicated website: [www.auwchaward.be](http://www.auwchaward.be). Online voting on the nominees will take place in December 2011; the winner will receive the AUWCH Award in January 2012.



## Supporting women's organisations in the countries of the 'Arab Spring'

The June 2011 General Assembly of the EWL adopted an Emergency Motion calling for cooperation with women's organisations

in North Africa and the Middle East, following the upheavals in these countries and new opportunities for the consolidation of women's voices in favour of democratic change beneficial for all. Further to this, the EWL is seeking to launch in 2012 an exchange and capacity-building partnership project between women's associations from the region and their counterparts in European countries, which also recently experienced political upheaval and transition.



## BREAKING STEREOTYPES of migrant women in the EU

The European Network of Migrant Women, with the support of the EWL, will in late 2011 release a documentary following the stories of four women of migrant background living in the EU. While struggling for their equal rights, these women, like so many others rarely seen or heard, enrich their host communities in myriad ways. The documentary is intended as an educational and inspirational tool.



These pages have presented only a small selection of the recent work of the EWL and its members. Find out more by visiting: [www.womenlobby.org](http://www.womenlobby.org) → News





## THE EUROPEAN WOMEN'S LOBBY: TWO DECADES OF DELIVERING CONCRETE RESULTS FOR WOMEN IN EUROPE

*By Cécile Gréboval, EWL Secretary General*

**When I joined the EWL in 1996, I was struck by the uniqueness, importance and potential of this organisation to deliver change for women in Europe on a massive scale. It has not disappointed me. Over the last fifteen years, I have seen this NGO and the cause it represents put to many a test, and not only survive, but flourish. With each step forward we make together, my conviction in the values and approach of the EWL grows, as does my personal commitment to advance its mission. Over the years, I have seen the EWL's vision of a peaceful and democratic European and global society where justice, equality and solidarity benefit all, women and men alike, take shape and capture the imaginations of millions. I hope that you will join me in sharing this dream, and in helping to make it a reality.**

The foundation of the European Women's Lobby in 1990 stemmed from a recognition of the influence of the European Union, and of the importance of ensuring that women's voices are heard at this level. European policies have radically reshaped Europe, and today, more than 70% of national legislation passed is direct implementation of EU legislation. For the last 20 years, Europeans have been able to count on the EWL to ensure that the power of the EU is used for the benefit of women as much as for men. In 1997 the EWL achieved the historic integration of gender equality into the European Treaties, implying that all EU legislation, policies and programmes must respect and promote this fundamental value.

Our awareness-raising and lobbying campaigns have succeeded in guaranteeing for all Europeans a series of rights which are so basic as to rapidly be taken for granted. In 1993 for example, the EWL successfully lobbied for legislation guaranteeing parental leave and in 2010, supporters of the EWL managed with their letters, e-mails, telephone calls, media activity and online mobilisation to convince Members of the European Parliament, against all odds, to vote in favour of stronger maternity and paternity leave rights for all new parents. Consistent campaigning from the EWL and its members has also put crucial issues such as combating violence against women and women's equal representation in decision-making firmly on the European agenda. This has led to recent breakthroughs such as calls by the member states and Parliament for an EU Strategy to combat violence against women, and commitment by the European Commission to act to increase the representation of women on company boards. Thanks to EWL action and the massive public support it has benefited from, the number of women representatives in the European Parliament has also increased to 35%, well above the 23% national average.

**How does the EWL achieve these results?** The answer is two-fold. Firstly, it is in the very nature of the organisation. Democracy, accountability, cooperation and empowerment are the bywords of a structure set up to give voice to women in all their diversity, and allow them to learn and draw strength from each other. Keeping pace with the enlargements of the EU, the EWL has reached out to, integrated, and gathers today more than 2000 women's associations across 30 countries, as well as 20 European networks. Listening to and building the capacity of this membership so as to work effectively together – and, crucially, with partners – to achieve common goals is what we do. Which brings me to the second crucial ingredient for success: partnerships. The EWL and its members are agents of change, but our ability to bring about meaningful results depends on the willingness of those who share our values and vision to stand by us, engage with us and invest in a brighter future. Thus my personal appeal to you: please support the EWL, and together we can make the difference!



EUROPEAN WOMEN'S  
**LOBBY**  
EUROPEEN DES FEMMES

## **OUR ORGANISATION:** **The representative voice of women at the EU level**

**THE EWL:  
WE CARE.  
WE THINK.  
WE ACT.**

Founded in 1990, the EWL is the largest umbrella organisation of women's associations in the EU, working from local to international level towards the promotion and respect of women's rights and gender equality. With an EU-level focus, the EWL voices the concerns of its member organisations by means of active lobbying, project-management, monitoring and awareness-raising across different policy areas.

The EWL is diverse in its membership and aims to reflect and promote understanding of the diversity of women's lives, experiences and interests in Europe. We work within democratic, open and transparent procedures of communication, decision-making and accountability in order to support the involvement and empowerment of women.

The EWL enjoys a close working relationship with the European Institutions and civil society partners, has consultative status at the Council of Europe and the United Nations Economic and Social Council, and participates regularly in the activities of the UN Commission on the Status of Women.

Find out more about  
the EWL by visiting:  
[www.womenlobby.org](http://www.womenlobby.org)  
→ About us



## **OUR BOARD OF ADMINISTRATION: Democratic and accountable decision-making**



## **OUR GROWING MEMBERSHIP: More than 2000 associations organised into 30 National Coordinations and 20 European networks**

**National Coordinations:** Österreichischer Frauenring / Coordination Belge du LEF / Bulgarian Women's Lobby / Women's Network Croatia / Cyprus Women's Lobby / Czech Women's Lobby / Women's Council in Denmark / Estonian Women's Associations Roundtable / Coalition of Finnish Women / Coordination Française pour le Lobby Européen des Femmes / Deutscher Frauenrat / Coordination of Greek Women's NGOs for the EWL / Hungarian Women's Lobby / National Women's Council of Ireland / LEF Italia / Women's NGO Co-operation of Latvia / Lithuanian Women's Lobby / Coordination Luxembourgeoise du LEF / EWL Coordination in FYROM / Malta Confederation of Women's Organisations / Polish Women's Lobby / Plataforma Portuguesa para os Direitos das Mulheres / Romanian Women's Lobby / Slovak

**OUR BUDGET:**  
**A little goes a long way**

At the EWL, we pride ourselves on the value for money of our work.

For the year of 2011, the EWL's operating budget was €1.097.094,94.

**Just think of how much more we could achieve with your support!**

**DONATE NOW to:**  
 BE47210034185680  
 swift: GEBABEBB

**OUR SECRETARIAT:**  
**A small and dedicated team of professionals**



Secretary General  
 Cécile Gréboval



Director of the EWL  
 Observatory on Violence  
 against Women  
 Colette De Troy



Policy Officer and  
 Membership Coordinator -  
 Social Policy  
 Mary Collins



Policy Officer / Project  
 Coordinator -  
 Migration, asylum and  
 anti-discrimination  
 Amandine Bach



Policy Officer and Project  
 Coordinator - EWL Centre  
 on Violence against Women  
 Pierrette Pape



Communications  
 and Media Officer  
 Leanda Barrington-  
 Leach



Fundraising and Policy  
 Officer  
 Serap Altinisik



Finance and Office Manager  
 Marie-Anne Leunis



Information and  
 Human Resources Officer  
 Mary Ann Struthers



Women's Lobby / Women's Lobby Slovenia / Coordinadora Espanola para el Lobby Europeo de Mujeres / Swedish Women's Lobby / Stichting Nederlandse Coördinatie van de Europese Vrouwenlobby / EWL Coordination in Turkey / UK Joint Committee on Women - **European Organisations:** Business & Professional Women Europe / COPA - European Farmers / European Centre of the International Council of Women / European Confederation of Independent Trade Union / European Council of WIZO Federations / European Disability Forum / European Federation of Unpaid Parents and Carers at Home / European Network of Women Entrepreneurs / European Trade Union Confederation / European Young Women's Christian Associations / Federation of Romani and Traveller Women / International Alliance of Women / International Council of Jewish Women / International European Movement - Women's committee / International Federation of Women in Legal Careers / Medical Women's International Association / Soroptimist International Europe / University Women of Europe / Women's International League For Peace and Freedom / World Association of Girl Guides and Scouts





There are many ways for you to support our work to improve her daily life and that of millions of women across Europe. Whether as an individual or an organisation, your donation or sponsorship can make the difference...

## BE PART OF HER STORY

### **BECOME A PARTNER OR A SPONSOR of the EWL and invest in a sustainable and more equal society!**

The EWL would be honoured to count your company, foundation or organisation among its key partners and sponsors. Go beyond Corporate Social Responsibility and let her success story add to your success story! Engage with the EWL and find out how we can work together to build a sustainable, better future for all.

**We remain at your entire disposal for more information.**

Please contact:

Tel. +32 2 217 90 20

Fax. +32 2 219 84 51

E-mail. [ewl@womenlobby.org](mailto:ewl@womenlobby.org)

### **BECOME A FRIEND of the EWL and turn your vision into reality!**

Each and every one of us has a role to play in defining the society we live in. Your solidarity and commitment to change are key to our ultimate success! A monthly donation can help bring about fundamental progress with concrete impacts on your quality of life, as well as that of generations to come. Please join our community of Friends by signing up online at:

[www.womenlobby.org](http://www.womenlobby.org)

### **MAKE A DONATION or leave a legacy to her future!**

By making a donation or leaving a legacy to the EWL, you can make a gift of a better world for future generations! Making a donation is simple and only requires a few moments of your time. For more information on leaving a legacy, please contact us.

Find out more at [www.womenlobby.org](http://www.womenlobby.org) or contact the EWL Secretariat: [ewl@womenlobby.org](mailto:ewl@womenlobby.org)



**THANKS TO YOUR GENEROSITY, HER world will be a better place!**



Actions speak louder than words and your solidarity and activism can help take gender equality to new heights!

# TAKE ACTION TODAY!

## SPREAD THE WORD!

By staying informed, joining the conversation and passing on the message and appeals of the EWL to your friends, co-workers or family, you can contribute your voice, help raise awareness and engage whole communities in the movement for change. Stay in the loop and share your commitment in the way that suits your lifestyle best, whether by signing up for our weekly Newsletter at [www.womenlobby.org](http://www.womenlobby.org), joining us on Facebook or following EuropeanWomen on twitter.

## DO YOUR BIT!

The EWL launches regular calls for action, contributions and participation through which you can get involved and directly make a concrete contribution to equality between women and men. Write a letter to your Member of (the European) Parliament, government or local paper, sign a petition, take part in a demonstration, use EWL resources to organise a training session or start a new lobbying action... there are so many ways you can make a difference!

### USE PAYPAL

for a secure online transfer, go to [www.womenlobby.org](http://www.womenlobby.org) and click on **DONATE!**

### MAKE A BANK TRANSFER

to the EWL account in Belgium (Euros): Account Number: 210-0341856-80  
IBAN: BE47210034185680 - Swift: GEBABEBB  
BNP Paribas Fortis, Chaussée de Louvain 84 - 1210 Brussels



Find out more about how you can support our work by visiting:  
[www.womenlobby.org](http://www.womenlobby.org) → Get involved

THANKS TO YOUR ACTIVISM, **OUR world will be a better place!**



## MESSAGE FROM THE PRESIDENT

As the President of the European Women's Lobby, I would like to extend my thanks to you for taking the time to learn about the work of the EWL. I am proud to represent and have the honour of working with so many passionate and committed women from across Europe. Day after day, year after year, these women dedicate themselves to listening to and concretely supporting their neighbours and communities, be they survivors of violence, single mothers struggling to make ends meet, women with disabilities, migrant women seeking their place and role within host societies, or young girls glowing with expectations for a bright future. The work of these wonderful women, often in very difficult and precarious circumstances, too often passes unnoticed and unrecognised. Yet still they persevere and still, working together within the framework of the EWL, they manage to bring about improvements to the daily lives of millions. I wish to thank each and every one of them for their unfailing faith and commitment, and to thank you for giving them your support.

*Brigitte Triems*

Brigitte Triems  
EWL President



This publication is supported by DG Employment, Social Affairs and Equal Opportunities of the European Commission. Its funding is provided for under the European Community Programme for Employment and Social Solidarity (2007-2013). This programme was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields. For more information see: <http://ec.europa.eu>  
The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

## CREDITS

### Editorial and publication coordination

Leanda E. Barrington-Leach  
EWL Communications & Media Officer

### With special thanks for their invaluable input to

Brigitte Triems, EWL President  
Cécile Gréboval, EWL Secretary General  
Serap Altinisik, EWL Fundraising & Policy Officer  
Selmin Çalışkan, Mary Collins, Colette Detroy  
and Pierrette Pape, EWL Policy Officers  
Abigail Hunt and Kameliya Encheva, EWL interns  
And all of the EWL members who contributed to this publication.

### Graphic Design

Aurore de Boncourt

### Photo credits

Cover: © Chris Hall, Flickr - P. 4: Chloe Chaplin, Flickr - p.5: 'Together for a Europe Free from Prostitution', © Rozenn Quére - p.5: 'Vodafone for Women's Security' programme, © corydalus, Flickr - p.6: A European Convention on all forms of violence against women, © Council of Europe - p.6: Experts assessing action on violence against women in Europe, © Rape Support Services, UK - p.7: Training police on the mental health aspects of domestic violence, © Kevin McShane - p.8: © pinkangelbabe, Flickr - p.9: 'Equal Pay Day', © Reuters - p.10: Maternity and paternity leave: basic rights for all parents, © cscott2006, Flickr - p.10: 'End Poverty NOW!', © Marc Grubert - p.11: 'Older Women Rock!', Ruth Flowers © SPOA/Orel Simon; Marjorie Curty - p.11: Promoting active ageing and solidarity between generations, © Emery Co Photo, Flickr - p.11: Lobbying for universal pensions, © National Women's Council of Ireland - p.12: © Irene Tobón, Flickr p.13: Advertising and (self-) regulation, © The Body Shop - p.13: 'Equality in Journalism Award', © British Broadcasting Corporation - p.14: © boellstiftung, Flickr - p. 15: Breaking the glass ceiling: from pledge to practice, © AASU Armstrong University Archives, Flickr - p.16: © Justin.Beck, Flickr - p.17: Working for the coherence of international legislation for women with disabilities, © Meosz - p.18: Engendering the European Asylum Support Office, © World Bank Photo Collection, Flickr - p.18: 'Diversity against bullying', © Philippe Leroyer - p.18: Ensuring the rights of romani women, © ge'shmally, Flickr - p.19: 'You get what you pay for', © 2011 UN Women - p.19: More minority women in the European Parliament - a dream made possible by mentoring?, © Mike Kollöffel - p.20: 'Women Reading Against Aids', © Aids Hilfe Wien - p.20: Breaking stereotypes of migrant women in the EU, © Saddy Choua - p.20: Supporting women's organisations in the countries of the 'Arab Spring', © rouelshimi, Flickr



© European Women's Lobby 2011



sustainable wood forest



PRISE  
POSITION

ENSEMBLE POUR  
LES DROITS DES FEMMES  
ET L'EGALITE  
DES FEMMES  
ET DES HOMMES  
EN EUROPE.



EUROPEAN WOMEN'S  
LOBBY  
EUROPEAN FEDERATION

FOR  
& GEND

EN-GENDERING THE EUROPEAN ASYLUM SUPPORT OFFICE

en's Voice

European Year for Active Ageing and  
Solidarity between Generations

2012

EVERYONE HAS A ROLE TO

TOWARDS A STRONG  
ON ALL FORMS OF MA  
AGAIN

A publication of the EWL Centre on Violence  
Lobby



TES



FROM BEL  
OF BRUS  
AN UNFINISH  
THE EUROPEAN WOMEN'S LOBBY BELINGHIS

FEE



PRO  
CE N'EST  
CE QUE





EUROPEAN WOMEN'S  
**LOBBY**  
EUROPEEN DES FEMMES



[www.womenlobby.org](http://www.womenlobby.org)

**THE EUROPEAN WOMEN'S LOBBY (EWL) IS THE LARGEST UMBRELLA ORGANISATION OF WOMEN'S ASSOCIATIONS IN THE EUROPEAN UNION (EU), WORKING TO PROMOTE WOMEN'S RIGHTS AND EQUALITY BETWEEN WOMEN AND MEN. EWL MEMBERSHIP EXTENDS TO MORE THAN 2000 ORGANISATIONS IN ALL EU MEMBER STATES AND CANDIDATE COUNTRIES, AS WELL AS TO EUROPEAN-WIDE ASSOCIATIONS.**